

Klinic, Inc.
Schedule of Compensation of \$75,000 or More
March 31, 2022

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Independent Auditors' Report

To the Board of Directors of Klinik, Inc.

Opinion

We have audited the accompanying Schedule of Employee Compensation of Klinik, Inc. for the year ended March 31, 2022 ("the Schedule").

In our opinion, the financial information in the Schedule of Employee Compensation for the year ended March 31, 2022 is prepared, in all material respects, in accordance with the provisions of The Public Sector Compensation Disclosure Act of the Province of Manitoba.

Basis for Opinion

We conducted our audit in accordance with The Public Sector Compensation Disclosure Act of the Province of Manitoba. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Schedule* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting and Restriction on Distribution

This schedule is prepared to assist Klinik, Inc. to meet the requirements of The Public Sector Compensation Disclosure Act of the Province of Manitoba. As a result, the schedule may not be suitable for another purpose. Our report is intended solely for the Board of Directors of Klinik, Inc. relative to The Public Sector Compensation Disclosure Act of the Province of Manitoba and should not be distributed to other parties.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of this schedule in accordance with the provisions of The Public Sector Compensation Disclosure Act of the Province of Manitoba, and for such internal controls as management determines is necessary to enable the preparation of the schedule that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditors' Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this schedule.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.
- Evaluate the overall presentation and content of the schedule, including the disclosures, and whether the schedule represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Winnipeg, Manitoba

May 18, 2022

MNP LLP
Chartered Professional Accountants

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Pursuant to the disclosure required by The Public Sector Compensation Disclosure Act, the following information is reported:

- a) Aggregate compensation paid to all Members of the Board of Directors \$ Nil
- b) Board of Directors receiving compensation in excess of \$75,000 individually \$ Nil
- c) Compensation to employees over \$75,000:

Name	Position	Earnings
Lodge, A	Medical Director	217,070.55
Greisman, J	Physician	188,554.53
Melnyk, S	Physician	184,190.78
Willems, D	Physician	141,018.91
Shanks, M	Physician	137,025.42
Wilcox, A	Executive Director	128,249.01
Mossman Sims, R	Nurse Practitioner	114,425.10
Gallagher, C	Nurse	110,241.92
Ewasiuk, J	Nurse	108,291.25
Klassen Huebner, R	Manager, Clinical Health Services	100,303.87
Timmermann, K	Director of Operations	96,858.97
Banner, H	Director of Finance & Operations	96,858.94
McLennan, L	Director of Human Resources and Administration	95,627.77
Froese, K	Nurse	93,648.07
Bloxom, C	Nurse Practitioner	93,358.11
Fotty, S	Manager, Crisis Support Services	86,309.39
Campos-Santos, C	Research and Program Evaluation Analyst	86,287.56
Cressman, T	Manager, Counselling Services	85,028.54
Grant, L	Counsellor	83,660.82
Carlson, T	Counsellor	83,261.29
Klaric, L	Counsellor	83,257.96
Smith Greiger, D	Counsellor	83,256.11
Funk-Unrau, G	Community Outreach Worker	83,137.00
Brett, M	Nurse	83,119.23

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Name	Position	Earnings
Surbey, K	Support Worker	82,903.20
Padilla, C	Counsellor	82,656.70
Bashuk, L	Counsellor	82,506.67
Wiebe, T	Counsellor	82,011.94
Armatas, J	Social Worker	81,912.04
Pauls, C	Counsellor	81,886.70
Neustaedter, K	Interim Manager of Counselling Services	81,811.35
Atallah, V	Public Educator & Trainer	81,691.91
Holowick-Sparkes, C	Coordinator Volunteer Recruitment and Training	81,516.05
Jaurez-Barros, M	Counsellor	80,536.00
Leneveu, R	Social Worker	79,677.40
Campbell, S	Counsellor	78,562.59